



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
1400 K STREET NW · WASHINGTON, D.C. 20424-0001
(202) 482-6600 FAX: (202) 482-6608

July 14, 2014

OFFICE OF THE GENERAL COUNSEL

Paula Bruckman
825 Purser Rd
Vanceboro, NC 28586

Re: FOIA Request # FLRA-2014-000089

Dear Ms. Bruckman:

This replies to your Freedom of Information Act (FOIA) request, which was referred to this office on June 24, 2014. You requested:

Clarification of the history for IAMAW Local 2296 aboard MCAS Cherry Point, NC

Clarification of Certification for IAMAW Local 2296 as the exclusive representative for the Air Operations, Visiting Aircraft Line (VAL) department, aboard MCAS Cherry Point, NC

We grant your request. Two documents that are responsive to your request are enclosed. There are no charges for responding to this request.

Sincerely,

A handwritten signature in cursive script, reading "Richard Zorn", is positioned above the typed name.

Richard Zorn
Freedom of Information Act Officer
Office of the General Counsel

Enclosures



FEDERAL LABOR RELATIONS AUTHORITY

DEPARTMENT OF NAVY
MARINE CORPS AIR STATION
CHERRY POINT, NORTH CAROLINA

Activity

and

Case No. 4-UC-80002

DISTRICT 110, INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS, AFL-CIO

Labor Organization/Petitioner

CERTIFICATION OF CONSOLIDATION OF UNITS

In accordance with the provisions of Chapter 71 of Title 5 of the U.S.C., and the implementing Regulations of the Federal Labor Relations Authority;

Pursuant to authority vested in the undersigned, and 5 U.S.C. 7112(d),

IT IS HEREBY CERTIFIED that International Association of Machinists and Aerospace Workers, Local Lodge 2296, AFL-CIO

is the exclusive representative of all the employees of the above-named Activity(ies) or Agency in the following consolidated unit(s).

UNIT(S):

INCLUDED: All Wage Grade employees of the Marine Corps Air Station, Cherry Point, North Carolina.

EXCLUDED: Professional employees; management officials; supervisors; and employees described in 5 USC 7112(b)(2), (3), (4), (6) and (7).

Federal Labor Relations Authority


Regional Director

Region IV

Dated: May 1, 1989

UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
REGION IV

SERVICE SHEET

Case No. 4-UC-80002

In the matter of: DEPARTMENT OF NAVY, MARINE CORPS AIR STATION
CHERRY POINT, NORTH CAROLINA

Activity

and

DISTRICT 110, INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS AFL-CIO

Labor Organization/Petitioner

Copy of CERTIFICATION OF CONSOLIDATION OF UNITS

Dated May 1, 1989 sent to the following:

CERTIFIED MAIL

Mr. Willis R. Stevens
Labor Employee Relations Division Director
Civilian Personnel Department
PSC 4098
Marine Corps Air Station
Cherry Point, NC 28533-4098

619 169 639

Mr. Terry A. Wethington
Business Representative, IAM & AW
District 110, Local Lodge #2296
P. O. Box 716
Havelock, NC 28532-0716

619 169 640

REGULAR MAIL

Federal Labor Relations Authority
Office of the General Counsel
500 C Street
Washington, DC 20424

UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
REGION IV

DEPARTMENT OF NAVY)
MARINE CORPS AIR STATION)
CHERRY POINT, NORTH CAROLINA)

Activity)

and)

DISTRICT 110, INTERNATIONAL ASSOCIATION OF)
MACHINISTS AND AEROSPACE WORKERS, AFL-CIO)

Case No. 4-UC-80002

Labor Organization/Petitioner)

DECISION AND ORDER

A petition was filed in this matter on August 3, 1988, by District 110, International Association of Machinists and Aerospace Workers, AFL-CIO, in accordance with Section 2422.2(h) of the Rules and Regulations of the Federal Labor Relations Authority. The undersigned, after the posting of the Notice of Petition, has completed her investigation and hereby finds and concludes as follows:

The Petitioner proposes to consolidate two existing certified units without an election into the following unit:

Included: All ungraded employees of the Marine Corps Air Station, Cherry Point, North Carolina.

Excluded: All employees included within other established units of exclusive recognition, all graded employees, professional employees, management officials and supervisors and employees described in 7112(b)(2), (3), (4), (6) and (7).

On February 24, 1965, the International Association of Machinists (IAM), Lodge 1859, was granted recognition by the Commanding General of the Activity as the exclusive representative of employees in a Machinist Craft Unit (Unit 1) described as:

All employees at the U.S. Marine Corps Air Station, Cherry Point, North Carolina, assigned to the following ratings: Machinist, Equipment Mechanic, Tool and Die Maker, Toolroom Mechanic, Toolroom Attendant, Machine Operator, Machine Oiler, Machinist Helper and Machinist Apprentice, Apprentice Equipment Mechanic, Leader over any or all of these crafts and trades, and other such ratings, including future rating or changes in rating titles, performing work historically performed by employees in the unit or related to the machinist and toolmaker crafts located at the Facilities Maintenance Department and/or any other shops within the Marine Corps Air Station, excluding supervisors.

At the time recognition was granted to IAM, Lodge 1859, the Machinist Craft Unit was comprised of approximately 150 employees. Thereafter, on October 9, 1967, the Commanding General granted exclusive recognition to IAM, Lodge 2296, for a unit (Unit 2) described as follows:

All ungraded employees of the Marine Corps Air Station with the exception of supervisory personnel and those employees in categories covered by other exclusive units.

The Marine Corps Air Station (MCAS), Cherry Point, North Carolina, employs approximately 2,000 employees in six Directorates: Facilities, Fiscal, Manpower, Operations, Personnel Services, and Supply. These Directorates form a Command whose mission is the support of the Second Marine Aircraft Wing located at Cherry Point, North Carolina.

Unit 1 is now comprised of approximately twenty (20) Wage Grade (WG)-3414 machinists and machinist helpers who are employed in the Maintenance and Repair Division of the Facilities Directorate. These employees, under the supervision of the foreman of the Maintenance and Repair Division, are engaged

in the manufacture of parts and equipment items from various metals and materials utilized for the repair and construction of machinery. These employees set up and operate machine tools including lathes, milling machines, grinders and power saws. Additionally, they utilize measuring devices such as gauges, squares, calipers, dial indicators and comparators in the performance of their duties linked to the overhaul and repair of machinery and equipment.

There are approximately 500 employees in Unit 2. These employees work in the various MCAS Directorates, occupying such WC classifications as painter, carpenter, motor vehicle operator, electrician and warehouseman. Unit 2 also includes Wage Grade employees, such as plumbers, equipment repairers and systems mechanics in the Maintenance and Repair Division of the Facilities Directorate, the same Division in which Unit 1 employees work.

All the WG employees of the MCAS are either in Units 1 or 2. Both Units are covered by the same multi-unit collective bargaining agreement. This agreement, between the two IAM Locals and the MCAS, became effective on July 17, 1986, for a three-year period. Thus, employees of both Units are subject to the same provisions on such matters as hours of work, sick and annual leave, performance appraisals, promotions, disciplinary actions, and grievance and arbitration procedures. All employees in Units 1 and 2 are in the same areas of consideration for promotion and reduction-in-force (RIF) purposes.

The investigation further disclosed that employees in Unit 1 are subject to the same security provisions and requirements as Unit 2 employees. They park in the same parking lot, utilize the same break and eating facilities, and are serviced by the same payroll office. Their official personnel files (OPFs) are maintained at the same MCAS Personnel Office. The employees in Unit 1 work alongside Unit 2 employees and are subject to the same reporting and time and attendance procedures.

No objection has been raised to the proposed consolidation by any person or party. The parties are in agreement that the two Units should be consolidated without an election.

Having considered carefully the positions of the parties and the evidence as set forth above, I find that the employees in the proposed consolidated unit share a clear and identifiable community of interest. The employees in the proposed consolidated unit are involved in a common mission, are subject to the same working conditions, and enjoy the same benefits and are subject to the same personnel policies and procedures.

Further, I find that the petitioned-for consolidated unit would promote effective dealings with, and efficiency of operations of, the agency. The personnel and labor relations activities have been conducted by the MCAS Personnel Services Directorate for both Units since at least 1967. I conclude that effective dealings and efficiency of the agency's operations will be enhanced by the proposed consolidated unit. This unit would provide for all aspects of bargaining and personnel services of all WG employees in a single unit rather than in the two existing Units. This would reduce fragmentation and promote a more effective, comprehensive bargaining unit structure.

The Authority has found that Section 7112(d) of the Statute is intended to facilitate consolidation of existing small units into more comprehensive ones, provided that the proposed consolidated unit is appropriate under the criteria of Section 7112(a)(1) of the Statute.*/ Thus, a proposed consolidated unit in order to be found appropriate, must conform to the three

*/ Department of Transportation, 5 FLRA No. 89 (1981).

criteria established by that Section--a clear and identifiable community of interest among the employees in the unit, and the promotion of effective dealings with, and efficiency of the operations of, the agency involved.

Having found the proposed consolidated unit to satisfy the criteria set forth in Section 7112(a)(1) of the Statute, and in the absence of any objection by any person or party, I find the petitioned-for consolidated unit, consisting of the employees set forth below, to be appropriate for the purpose of exclusive recognition under the Statute:

Included: All Wage Grade employees of the Marine Corps
Air Station, Cherry Point, North Carolina.

Excluded: Professional employees; management officials;
supervisors; and employees described in 5 USC
7112(b)(2), (3), (4), (6) and (7).

Having determined that the consolidation of existing Units may be granted, the parties are hereby advised that absent timely filing of a request for review of the Decision and Order, the undersigned intends to request the Activity to post copies of a Notice to All Employees in places where notices are normally posted affecting the employees in the exclusively certified units involved in the proceeding. Following the expiration of the posting period of such notice, if thirty percent (30%) or more of the employees in the proposed consolidated unit have notified the Regional Director in writing that they desire the Federal Labor Relations Authority to hold an election on the issue of the proposed consolidation, such an election will be supervised by the Regional Director.

If no such notification is received, the undersigned will deem International Association of Machinists and Aerospace Workers, Local Lodge 2296, AFL-CIO, to be the exclusive representative of the following consolidated unit and will issue a Certification of Consolidation of Units accordingly:

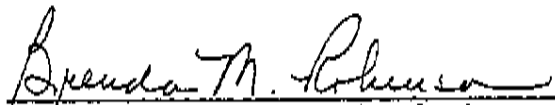
Included: All Wage Grade employees of the Marine Corps
Air Station, Cherry Point, North Carolina.

Excluded: Professional employees; management officials;
supervisors; and employees described in 5 USC
7112(b)(2), (3), (4), (6) and (7).

Pursuant to Section 2422.2(h)(6) of the Rules and Regulations of the Federal Labor Relations Authority, the parties may obtain a review of this finding and contemplated action by filing a request for review with the Federal Labor Relations Authority, 500 C Street, S.W., Washington, D.C. 20424. A copy of the request for review must be served on the undersigned as well as the other parties. A statement of service should accompany the request for review.

The request must contain a complete statement setting forth the facts and reasons upon which it is based and must be received by the Federal Labor Relations Authority not later than the close of business March 31, 1989.

DATED at Atlanta, Georgia this 30th day of January 1989.


Branda M. Robinson, Regional Director
Federal Labor Relations Authority
Region IV
Suite 736
1371 Peachtree Street, N.E.
Atlanta, Georgia 30367

Attachment (1)
Service Sheet

Attachment



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

SERVICE SHEET

CASE NO. 4-UC-80002

DEPARTMENT OF NAVY, MARINE CORPS AIR STATION, CHERRY POINT,
NORTH CAROLINA

In the matter of

Activity

and

DISTRICT 110, INTERNATIONAL ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS, AFL-CIOLabor Organization/Petitioner

DECISION AND ORDER

Copy of _____
(Type of Document)

Dated January 30, 1989, sent to the following:

CERTIFIED MAIL RETURN RECEIPT REQUESTED

Mr. Terry A. Wethington
Business Representative
District 110, International Association of
Machinists and Aerospace Workers, AFL-CIO
P. O. Box 716
Havelock, NC 28532-0716

P 619 143 702

Commanding General
Marine Corps Air Station
Civilian Personnel Office
Attn: Willis Stevens
Bldg. 80, Stop 7
Cherry Point, NC 28533-4098

P 619 143 703

REGULAR MAIL

Mr. Walter B. Bagby
Office of Civilian Personnel Management
Southeast Region
Building A-67, Naval Station
Norfolk, VA 23511-6098

Federal Labor Relations Authority
Office of the General Counsel
500 C Street, S.W.
Washington, DC 20424

Executive Director
Federal Labor Relations Authority
Room 213 (Docket Room)
500 C Street, S.W.
Washington, DC 20424

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